



REQUEST FOR ASSISTANCE (RFA) FORM INTAKE INTERVIEW LOG

Date: 8/22/13	Interviewer: Laura Eckert	RFA #13 – 37
Person Requesting Assistance: [REDACTED]		
Contact Numbers (telephone, e-mail, etc.): [REDACTED]		
Status of Person(s) Interviewed (title, position, student status, etc.): Assistant Professor, [REDACTED] Dept.		
Requested Assistance Pertaining To (name, position, policy, project, etc.) Alleged discriminatory practices, gender bias		

To the best of your knowledge, please fill out the following:

Interviewee Status: Male ☐ Female ☒ Administrator ☐ Faculty ☒ Staff ☐ Student ☐
 Respondent (if app.): Male ☐ Female ☐ Administrator ☐ Faculty ☐ Staff ☐ Student ☐

Category: *(Please check at least one)*

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|--|--|---|-------------------------------------|--|
| <input type="checkbox"/> Age | <input type="checkbox"/> Color | <input type="checkbox"/> Creed | <input type="checkbox"/> Disability | <input type="checkbox"/> Veteran Status |
| <input type="checkbox"/> Marital Status | <input type="checkbox"/> National Origin | <input type="checkbox"/> Race | <input type="checkbox"/> Religion | <input type="checkbox"/> Retaliation |
| <input checked="" type="checkbox"/> Sex/Gender | <input type="checkbox"/> Sexual Harassment | <input type="checkbox"/> Sexual Orientation | <input type="checkbox"/> Employment | <input type="checkbox"/> Genetic Information |
| <input type="checkbox"/> Gender Identity or Expression | | | | |

Time Line		
Date	Item	Comments
8/23/13	[REDACTED] intake w/ LE	<p>Faculty member [REDACTED] and personal support person [REDACTED] (faculty in [REDACTED]) met with Laura Eckert. LE reviewed the role of EOO, the complaint procedure, Title IX and Title VII, the right to faculty union representation, the fact that conversations w/EOO cannot be kept totally confidential, and protections from retaliation.</p> <p>[REDACTED] said this is her last day of work; she has been teaching 21 years and at WWU since 2005. [REDACTED] alleges she was denied tenure and has lower pay than male colleagues due to gender bias. She sought tenure Sept. 2011 to become tenured Sept. 2012. Told research insufficient. Two males up for tenure at same time received it; neither had teaching evals that compared to her's. [REDACTED] appealed for tenure decision to be overturned but did not prevail. The appeal took the entire academic year.</p> <p>Research: [REDACTED] said there was overwhelming evidence that the evaluators made an arbitrary decision re: her research. No one could read another faculty's research b/c submitted in Japanese.</p> <p>Service: [REDACTED] contract when she first arrived stipulated service required, so</p>

		<p>placed on Faculty Affairs Committee for 3 year term. A male colleague did no service and had lowest teaching evals but got tenure. An evaluator asked her why she was doing all this service when not required.</p> <p>Climate: [REDACTED] says it is an extremely hostile environment. Her prg assistant was pulled from her [REDACTED] class w/150 students 3 weeks into quarter. She declined to teach it again w/o assistant and boss brought this up at every program meeting rest of year till [REDACTED] intervened by calling boss to stop it; remarks got into her evaluation. [REDACTED] took that part out of [REDACTED] eval, but other parts not taken out and damage done.</p> <p>No mentoring: [REDACTED] says she was not mentored, but 2 men who received tenure got active mentoring. No one reviewed her file or gave her advice.</p> <p>[REDACTED] says the dept. is biased against women: Another female colleague quit this year going up for full professor. Three colleagues claimed she was lying about articles being refereed. Evaluators not checking if rumors true.</p> <p>Systematic problem in [REDACTED] where colleagues coming together to tarnish women promotions. Everyone who went up for tenure in [REDACTED] the year [REDACTED] did got tenure except her. This year everyone except another woman did. [REDACTED] says she was humiliated in meeting celebrating colleagues who received tenure. When another [REDACTED] professor was hired, dept chair asked [REDACTED] permission to pay him more than her; she said no.</p> <p>[REDACTED] appealed the tenure decision. Union, provost, president and board of trustees all rubber stamped [REDACTED] decision. No explanation; just told no merit to case.</p> <p>Retaliation: [REDACTED] is concerned w/retaliation. If she complains, they won't help her get another job.</p> <p>Desired outcome is receiving tenure. Wants pay to be that of men.</p>
First week of September 2013		<p>Sue let [REDACTED] know that if she could contact the EO Office if she wanted to file a formal EO complaint.</p> <p>Did not hear back from [REDACTED].</p>